

The Payscale Solution

Payscale helps employers get pay right through the strategic power of our data, software, and services.



Diverse and dynamic compensation data

Payscale offers validated, continually refreshed data from employees, employers, and partnerships with trusted survey providers.



Scalable compensation technology

Payscale's innovative software empowers small businesses and enterprise-level organizations alike to make better, faster pay decisions.



Experienced compensation services

Leverage Payscale's services and expertise to achieve successful and impactful compensation outcomes.

Is your organization struggling to develop a compensation strategy that helps you quickly respond to the rapidly evolving talent market?

It's no secret that the last few years have been challenging for organizations, and the same will likely be true going forward. In fact, according to Payscale's Compensation Best Practices Report, 75% of organizations expect compensation to be even more challenging this year. With a rapidly evolving talent market and greater focus on pay equity, fairness, and transparency, it's more important than ever that organizations develop compensation strategies that can be adaptable and flexible in times of change - no matter what that change looks like.

As the industry leader in compensation management, Payscale is on a mission to help job seekers, employees, and businesses get pay right and make sustainable fair pay a reality. Empowering 53% of Fortune 500 companies in 198 countries, Payscale provides a combination of data-driven insights, innovative software, and best-in-class services to enable organizations to make fair and appropriate pay decisions.



Payscale supports the full compensation cycle



Control job descriptions

- Build rapidly from library
- Collaborate in real time
- Price jobs in one click
- Provide employees access to descriptions



Communicate compensation

- Generate branded, custom Total Rewards Statements
- Securely deliver statements
- Easily add salary ranges to jobs
- Provide candidates with a unique and transparent offer experience



Assess markets

- Third-party survey management
- Timely cuts from named companies
- Employee expectations
- Market trends



Facilitate compensation changes

- Automate merit cycle
- Enforce company-defined guidelines
- Facilitate manager-employee comp discussions



Assess jobs

- Benchmark jobs
- Level jobs across the organization
- Create job- and grade-based structures
- Identify under/overpayment issues



Assess fairness

- Automate remediation plans
- Validate fairness at time of pay change
- Remain proactive about pay fairness

Data

With data from employees, employers, and partnerships with trusted third-party survey providers, Payscale offers the information you need to make informed compensation decisions.

HR Market Analysis

HR Market Analysis data has been curated and expertly analyzed by comp professionals and data scientists. It combines HR reported compensation data and our compensation data experts' analysis of the market and is backed by proprietary and proven algorithms to provide you with a pre-built market composite.

1.5 billion data points

5,500 jobs represented

30,000 geographic locations

Employee Reported

Payscale's Employee Reported is the world's largest real-time salary database. It helps you keep a finger on the pulse of the market with timely compensation and skills data so you can drive a competitive talent strategy that's in tune with market trends.

100 million salary profiles

15,000+ job titles

3,000+ skills represented

Peer

Peer is our award-winning data set: an on-demand, HR reported data network providing organizations access to timely HRIS salary data segmented by industry and delivered as a dynamic, map-based experience in Payfactors. Peer provides fully transparent and DOJ compliant data that is specific, relevant, and fully customizable.

2,400 participating organizations

7 million employees represented

100+ industries covered

Learn more about our data offerings.

Learn more



Technology

From managing job descriptions to
benchmarking roles and everything in between,
Payscale provides the innovative technology to
empower better, more efficient pay practices.



Payfactors offers small businesses and enterprise organizations alike an increased competitive advantage in the talent market by providing access to multiple data sources and comprehensive pay analytics and streamlining pricing workflows. It also empowers organizations to develop and communicate their pay strategies to help create fairer, more equitable workplaces.

- **Integrate multiple data sources** into a single place for easy market pricing
- **Create reports from data** related to employees, jobs, pay markets, and more
- **Utilize custom user groups** to limit functionality based on the specific needs of each user
- **Build competitive sets** based on the companies you compete with for talent based on industry, size, and location
- **Import data from your HRIS** for a catalog of job titles, codes, employees, and job families
- **Manage all third-party market surveys** from a single location
- **Build, edit, and maintain** salary structures from a single location

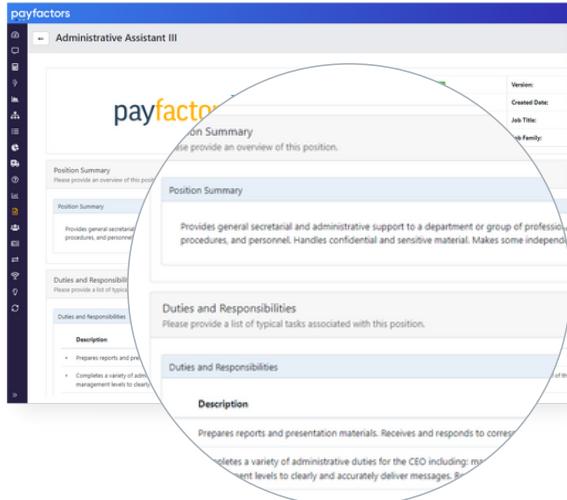
For global, decentralized compensation teams planning for the future, MarketPay is a compensation platform that brings together Payscale data sources and traditional surveys. Use it to quickly and accurately price jobs in the current labor market, manage traditional survey participation, conduct budget modeling for different pay scenarios, and perform complex workforce analytics to drive complex pay decisions.

- **Save time and increase automation** with streamlined, centralized survey participation
- **Discover potential** new surveys based on your existing survey library and already-benchmarked jobs
- **Price jobs in bulk** using rules that ensure consistency and accurately reflect your pricing methodology
- **Get visibility into geographic-specific trends** that allow you to adapt quickly to change and drive a location-based pay strategy
- **Respond to job pricing requests quickly and accurately** using flexible tools such as targeted job-centric market pricing or rules-based bulk pricing
- **Drive planning conversations** by modeling limitless compensation scenarios using multiple tools



Job Description Management

For PayFactors customers, Payscale Job Description Management is a centralized repository for all job descriptions directly within the PayFactors platform. It allows you to easily draft, save, update, and manage your job descriptions while aligning them directly to compensation market data.



- **Find sample job summaries**, duties, skills, education, and job matches and see the source, including third-party surveys, PayFactors market data, or imported data
- **Collaborate easily and securely** with your team by setting up standard approval workflows that automatically populate the right users and grant them different levels of access, whether or not they are in the platform
- **Access job descriptions directly** in your pricing work to align all the relevant information in one place and accurately market price your roles
- **Utilize the FLSA questionnaire** by exemption level to confirm that the correct exemption status is assigned
- **Ensure brand consistency** with your brand by customizing templates with your logo and standardizing all job descriptions with customizable fields

For MarketPay customers, MarketPay Jobs powered by JDXpert brings structure and efficiencies to the way you construct, manage, and store job information while giving you access to the largest job description content library available and streamlining workflows to always keep your team and stakeholders in the loop.

- **Access the largest job description library** available with millions of data points and 6,000+ sample descriptions, and easily configure views to align them to your compensation strategy
- **Ensure pricing, equity, and compliance decisions** are made following FLSA, ADA, Equal Pay Regulations, and industry-specific regulations with our FLSA wizard and ADA templates
- **Get interviews right** with guides that accompany each job description and support interviewing teams with the questions to help you find the right talent for your team
- **Collaborate** in the way that makes the most sense for your organization using flexible workflows
- **Ensure your descriptions are free of biases** with an automated editor and suggestions
- **Utilize job descriptions** for a variety of needs throughout the organization, including integrated data feeds to third-party systems

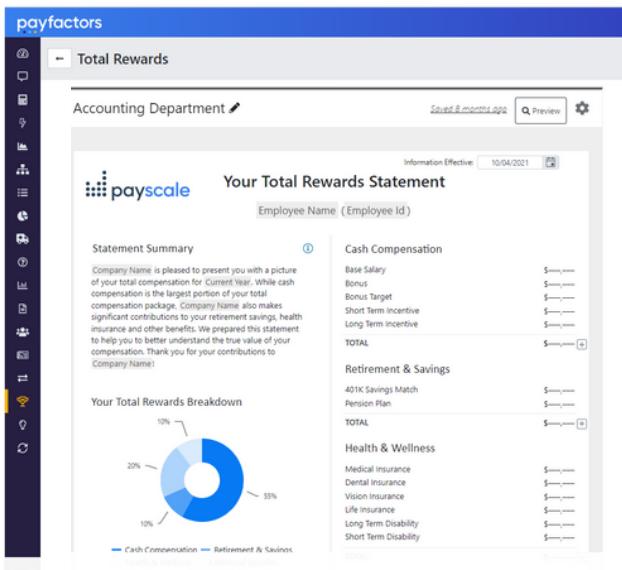
MarketPay Jobs

powered by JDXpert

A screenshot of the MarketPay Jobs powered by JDXpert interface. The top navigation bar shows 'MARKETPAY JOBS' and 'Powered by JDXpert'. The main area is titled 'Job Management' and shows a list of job descriptions. The columns include 'Action', 'ID', 'Job Code', 'Job Description Name', 'Pay Grade', and 'Employee C'. Each job description row has a small circular icon with a user profile and three dots, followed by the ID, job code, and job title. The job titles listed are: Accountant I, Accountant II, Accountant III, Accountant IV, Accountant, Accountant Supervisor II, Accounts Payable Specialist, Acute Care Nurse, and Administrative Assistant. The interface has a dark blue header and a light blue sidebar.

Total Rewards Statements

Payscale Total Rewards Statements is a pay transparency solution delivering flexible and safe personalized statements that help your employees understand their total compensation package.



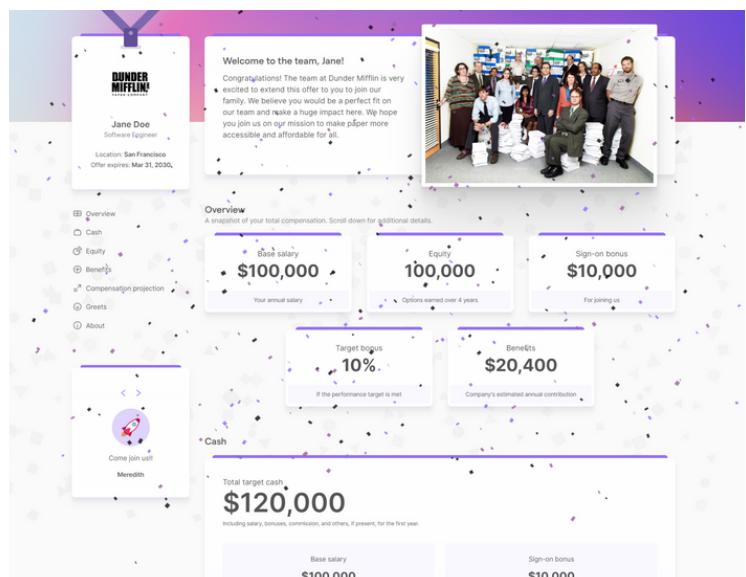
The screenshot shows a 'Total Rewards' statement for an employee in the Accounting Department. The statement is dated 10/04/2021 and includes a 'Statement Summary' with a note from 'Company Name' about the value of their compensation package. It details 'Cash Compensation' (Base Salary, Bonus, Bonus Target, Short Term Incentive, Long Term Incentive) and 'Retirement & Savings' (401K Savings Match, Pension Plan). A 'Your Total Rewards Breakdown' pie chart shows the distribution: 35% Cash Compensation, 20% Retirement & Savings, and 10% Health & Wellness. The statement is marked as 'Saved 8 months ago'.

- **Simplify and standardize** the creation of your statements while allowing for personalization
- **Download PDFs** or share your statements with your employees via an encrypted email with two-factor authentication to ensure they're delivered securely
- **Create and edit statements** for multiple employees all at once with no human error
- **Reference all past statements** from within the platform; no need to go searching through your files
- **Communicate** both monetary and non-monetary benefit information including health insurance, options, and specific benefits like "Summer Fridays"

Payscale Visual Offer Letters delivers an exciting offer experience to your candidates while providing transparency into their total compensation, including equity forecasting and full benefit overviews.

Visual Offer Letters

- **Deliver a unique, exciting offer experience** that your candidates won't forget
- **Enable candidates** to explore potential future earnings with equity forecast modeling
- **Bring benefits to the forefront** and provide a transparent view into a candidate's total offer value
- **Seamless data integrations** allow you to effortlessly synchronize your offer data with your applicant tracking system
- **Share more detail** around a candidates offer, your organizations compensation philosophy, benefit details, or just get ahead of common questions with offer FAQs

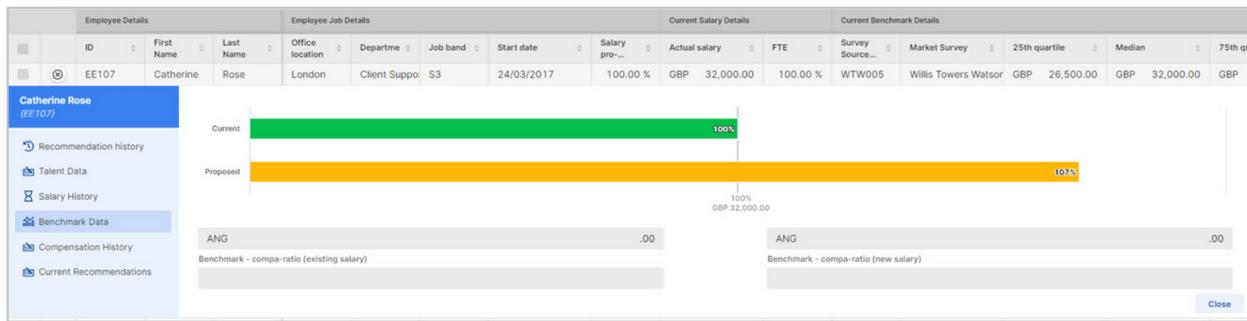


The screenshot shows a Visual Offer Letter for Jane Doe, a Software Engineer at Dunder Mifflin, San Francisco. The letter includes a photo of the team, a welcome message, and a summary of compensation. It highlights a total target cash of \$120,000, including a base salary of \$100,000, an equity grant of \$100,000, and a sign-on bonus of \$10,000. It also shows a compensation projection for the first year. The interface is designed to look like a physical offer letter with sections for Overview, Cash, Equity, Benefits, and About.

Compensation Planning

Payscale Compensation Planning is a compensation review and adjustment solution that drives efficiency with powerful configuration capabilities and increases confidence in data-driven pay decisions.

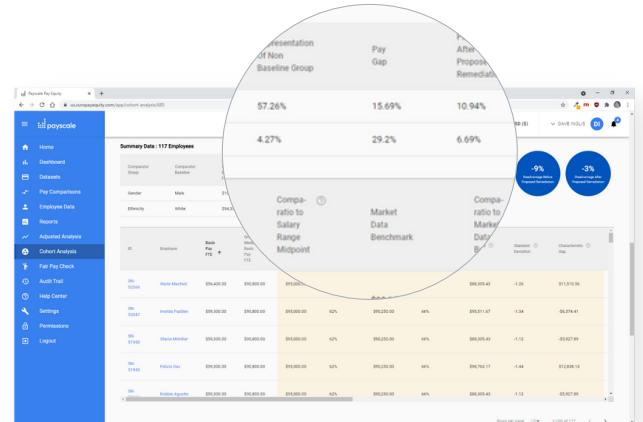
- Create segmented budgets within an overall review budget for more granular budget adherence
- Incorporate external raw or blended salary benchmark data to ensure salary awards are in line with competitive market rates
- Present reviewing managers with various award allocation scenarios and enforce compensation principles and objectives via constraints
- Enable manager review of critical employee groups by using advanced filtering options
- Send personalized compensation letters as emails or downloadable PDF files to ensure employees understand how their pay award was determined



Payscale Pay Equity is a pay equity analysis solution that uncovers insights in minutes, helps you understand the actions and costs necessary for remediation, and provides you with the tools to build a sustainable approach to pay equity.

Pay Equity

- Analyze your data to understand how pay equity plays out in your organization
- Explore which factors drive pay variance and whether they are legally defensible and have the expected impact throughout the organization
- Group employees who perform equal or substantially similar work into pay analysis groups to contextualize statistical outcomes or explore other factors that may drive pay differences
- Develop remediation scenarios down to the employee level to give you a customized and flexible plan that works best for you
- Set the right pay at the time of hire, promotion, or role transfer by generating a custom query to identify the fair pay range for a position



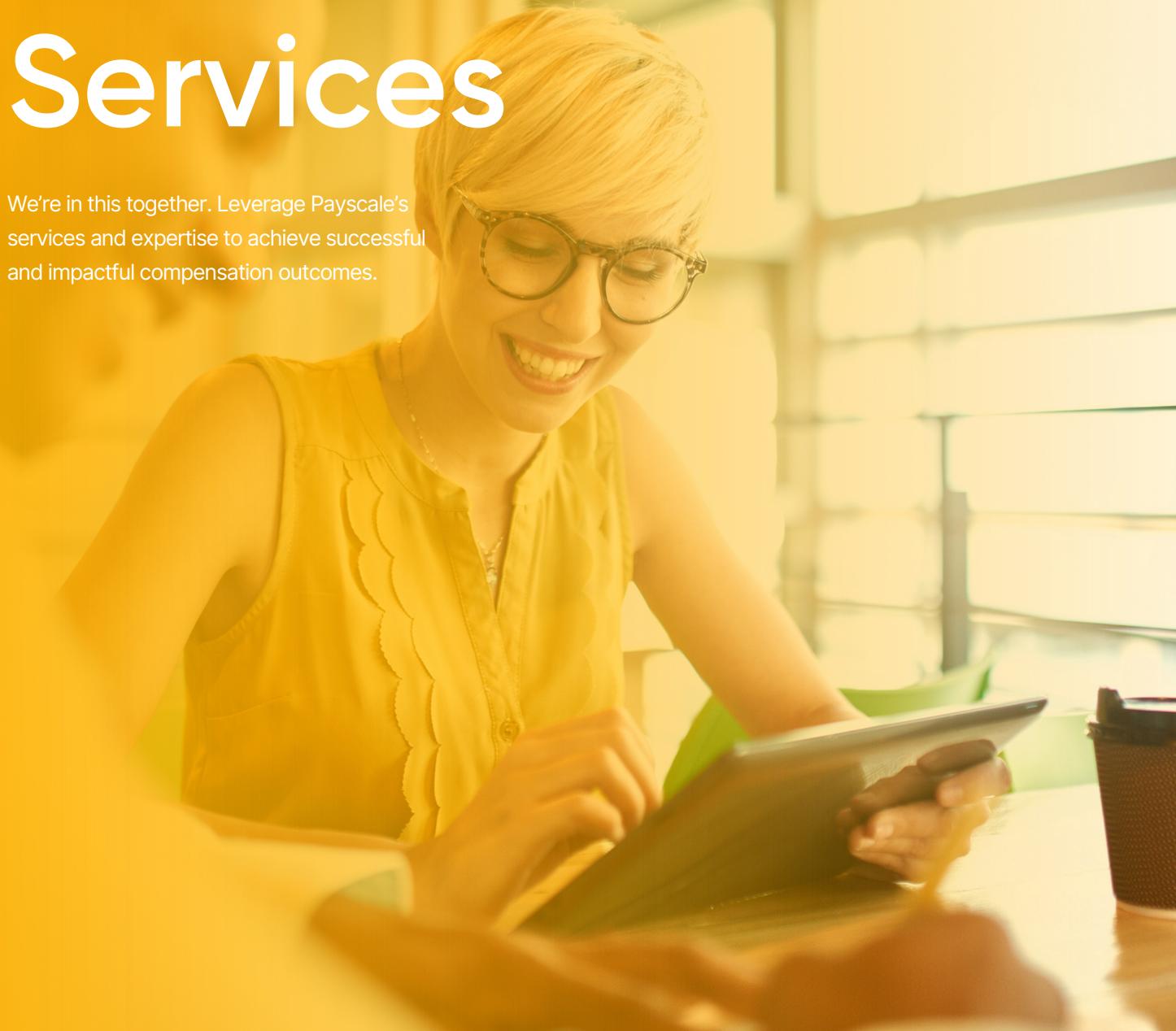
Learn more about our innovative technology offerings.

Learn more



Services

We're in this together. Leverage Payscale's services and expertise to achieve successful and impactful compensation outcomes.



Compensation expertise

Payscale is ready to provide experienced compensation know-how to support your organization through your compensation journey, no matter where you are starting.

- Job pricing
- Compensation strategy and market analysis
- Structure modeling and creation
- Compensation policies guide and support
- Manager best-practice training
- Personalized product training
- Job matching for Peer

Compensation reporting & analytics

Collaborate with Payscale to create the specific reports you need to show maximum impact and inform stakeholders.

- Advanced analytics and consultation
- Tabular report creation
- Custom reporting visualizations
- Standard report configuration

Survey participation management

Alleviate the burden on your teams to complete the market survey participation processes each year so they can focus on more important strategic actions for the business. Payscale can support your survey participation from start to finish.

- Define participation requirements
- Timeline management
- Populate of participation matches
- Generate of data submission reports
- Validate data prior to submission

Compensation data management

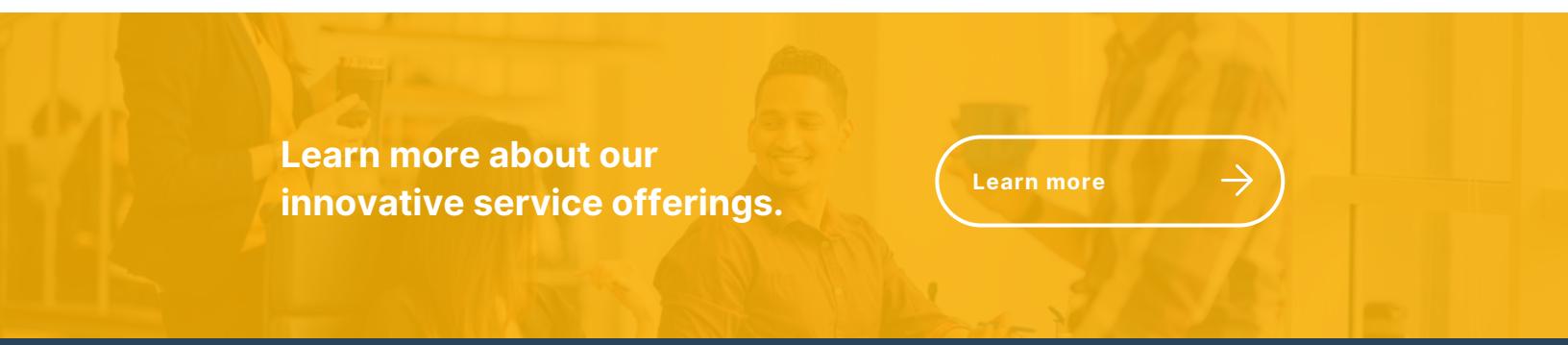
Accurately loading third-party survey data and ensuring it is up-to-date takes time. Let Payscale manage the technicalities of your data so you can spend your time putting survey data into action.

- Custom survey loading
- Historical survey loading
- Survey data conversion
- User-defined field data mapping
- Job code remapping
- Survey data library monitoring and management

Technical Account Management

Payscale's Technical Account Managers will provide you with a single point of contact to give you and your team a premium level of support. This person will be your go-to for any support cases and serve as a guide to support your major compensation activities throughout the year.

- Single point of contact for technical support
- Monthly review of all support cases
- Annual product refresher training
- Monthly review of enhancement requests and releases
- Annual technical account review to ensure optimization of workflows and product usagement



Learn more about our innovative service offerings.

[Learn more](#)



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With Payscale, we have a trusted source for salary data as well as the right tools and technology for where we're at in our journey - and where we're headed. Payscale's ability to grow and scale with us provides flexibility to go as fast as we want or as slow as we need depending on what our business activity is at the time.

Jimmy Griffin

Chief of Human Resources,
Centauri Health Solutions

Payscale is the partner you need to help your organization reach its full potential when it comes to compensation strategy.

[Learn more](#)



About Payscale

As the industry leader in compensation data and technology, Payscale helps organizations #getpayright. Payscale is the only technology solution for managing compensation that provides multiple streams of fresh, transparently curated and validated salary data. To learn how companies like The Washington Post, Perry Ellis International, United Healthcare, and The New York Times rely on Payscale to attract and retain top talent, motivate and engage employees, and plan their future workforce, visit [payscale.com](#).